

Human capital management for strengthening Indian food processing sector: An Imperative Approach

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India's domestic food market will grow upto the size of US \$ 258 Billion by 2015 (from the current US \$ 181 billion) but there is looming mismatch between the projected market size and the skill pool availability. Total employment in Indian food processing sector is about 8.3 million people out of which organized sector employs about 18% of the total workforce (i.e. 1.53 million) whereas remaining 82% (i.e. about 7.0 million) are engaged in unorganized sector. The acute skill deficit in the food processing sector could potentially obstruct the anticipated growth rate, besides eroding Industry competitiveness. Skill inadequacy and lack of current technical knowledge are the major causes for the workforce failure to deliver work in conformity with stringent quality standards. To maximize return on investment in food processing sector skilled talent pool and knowledge worker selection & development needs to be integrated in traditional human resource management initiatives into a cohesive "hire to retire" Human Capital Management strategy. Implementing partners (employers & trainers) would be faced with challenges that come up at every segment of the 'skill development value chain' viz., sourcing; trainers and train the trainers programme; training curriculum & content development; training assessment and certification; placement assistance; refresher courses; infrastructure; and funding sources. Human Capital Management approach in food processing sector shall align the goals of food industries to address the requirement of skilled workforce and the need to meet specific, measurable, and realistic business objectives. While, the promises of Human Capital Management are great, significant challenges like increased adaptability to competitive working environment, enhanced workforce performance, certified trainings, and the ability to do more with existing resources, needs to be addressed diligently.

Biography

Neeraj has completed his Ph.D. from CCS Haryana Agricultural University in Horticulture Science with specialization in postharvest management and worked as DAAD Research Fellow in Institute fuer Gartenbauwissenschaft, Bonn University, Germany. He is working as Assistant Professor in National Institute of Food Technology Entrepreneurship and Management. Dr. Rupesh Chavan is specialized in dairy technology and having a previous experience in MNC's related to food processing sector. He is working as Assistant Professor in National Institute of Food Technology Entrepreneurship and Management.

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